# Position Details

## Research Scientist/Engineer- CSOF5

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| The following information is for applicants | |
| Advertised Job Title | Research Scientist/ Engineer – Soil Scientist and Environmental Sensing Specialist |
| Job Reference | 84791 |
| Tenure | Indefinite or Specified Term of 48 months  Full-time |
| Salary Range | AU$102,724 to AU$111,165 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Floreat, WA |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | All Candidates |
| Position reports to the | Team Leader Groundwater Contamination and Remediation |
| Client Focus – Internal | 30% |
| Client Focus – External | 70% |
| Number of Direct Reports | 0 |
| Enquire about this job | john.rayner@csiro.au |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

The role of Research Scientist Staff in CSIRO is to conduct innovative research leading to scientific achievements that are aligned with CSIRO’s strategies. You may be engaged in scientific activity ranging from fundamental research to the investigation of specific industry or community problems. You will have the opportunity to build and maintain networks, play a role in securing project funds, provide scientific innovation including the development of ideas and approaches that create new concepts.

This position sits in the Industry Environments Program within the Land and Water Business Unit and will be based in Perth, WA. It is part of the Groundwater Contamination and Remediation Team, and the role will underpin science efforts through field and laboratory investigations to quantify and mitigate threats of chemicals of concern in soil and groundwater environments. Some of these chemicals include PFAS, petroleum fuels, nutrients, acid mine drainage at operational and legacy sites as well as receiving environments. This capability integrates practical and quantitative skills across various spatial and temporal soil and hydrogeological domains. The focus is on understanding contaminant interactions within these domains with the overarching goal of addressing national challenges to environmental threats.

### Duties and Key Result Areas:

* Support and conduct innovative research in soil and hydrogeological environments to gain an in-depth understanding of subsurface physical and geochemical processes.
* Apply process understanding to identify key factors contributing to contaminant movement and interaction.
* Expand soil physics and chemistry capability to meet the increasing demand to solve such issues as contaminant and heat transport and in changing climates.
* Undertake field and laboratory work involving the collection and analysis of soil and groundwater samples including the installation of sensors and data monitoring networks.
* Establish, maintain and interpret the results from sampling campaigns, sensors and monitoring networks.
* Work effectively and positively within the team and scientists from other fields and disciplines as part of large multidisciplinary studies
* Present results in a meaningful format, prepare reports for internal and external clients and writing scientific papers for publication.
* Address problems promptly and in a constructive manner, selecting the most profitable lines of attack upon a problem, preparing detailed experimental protocols.
* Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO’s reputation.
* Adhere to the spirit and practice of CSIRO’s Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

## **Required Competencies:**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.
* **Resource Management/Leadership:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Plans, sets and works to meet challenging standards and goals for self and/or others. Recognises where endeavours will make the most impact or difference, decides on desired outcome and sets realistic goals to reach this target.
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## **Selection Criteria**

#### Essential

*Under CSIRO policy only those who meet all essential criteria can be appointed.*

1. A postgraduate degree and / or other relevant experience in the earth sciences discipline such as soil science, geology, hydrogeology, environmental science, or other relevant geo-science domains.
2. Demonstrated experience in soil and geochemical characterisation and assessment
3. Strong written and oral communication skills coupled with the ability to present results of scientific investigations at findings at stakeholder meetings and conferences.
4. The ability to work effectively as part of a multi-disciplinary research group and carry out independent individual research to achieve organisational goals.
5. Demonstrated ability to undertake original, creative and innovative research by generating and pursuing novel ideas and solutions to address scientific research problems.
6. A driver’s licence.

## **Desirable:**

1. Experience in field investigations and laboratory practice and methodology for investigation of soils and contaminants
2. Ability to handle and manipulate large amounts of temporal and spatial data

Special Requirements

Appointment to this role may be subject to conditions including provision of a national police check as well as other security/medical/character clearance requirements.

Include if relevant:

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* The successful candidate will be required to undertake a pre-employment medical examination prior to commencement.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, which may include medical examinations and an international standardised test of English language proficiency (i.e. IELTS test).- https://ielts.com.au/

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Find out more about CSIRO [Land and Water](https://www.csiro.au/en/Research/LWF)